

## 2017 ADDPC Work Plan / (Updates from Staff 07/14/17)

# Goal: Self-Advocacy/Self-Determination

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Establish, strengthen, and expand self-advocacy activities among persons with developmental disabilities so they will become empowered to be self-determined.

### Objective 1:

The Council will increase and support opportunities for persons with I/DD who are community leaders, to provide leadership training and (peer) mentoring that will prepare and support their peers who wish to promote the positive perception and inclusion of person with I/DD in their community.

#### Major Activities:

1. Staff and members of the self-advocacy standing committee reconvene to develop meeting schedule and discuss operational plan for 2017-2018, that will address each objective under this Goal. **Update: SA committee met twice to review work plan (9/22 & 11/17) Ideas for SA scope of work discussed to address Objectives 1 & 2 in lieu of operational plan.**
2. Develop and implement an operational plan for 2017-2018 that identifies specific strategies for Objective 1. **Update: Scope of work for SA RFGA developed that incorporated an operating plan.**
3. Conduct community planning meetings with self-advocates and family members that will lead to the interest and recruitment of self-advocates who want to learn leadership development skills/peer leadership training. **Update: Activity was listed as task in scope of work released in spring 2017, & applicants to address. Two Latino self-advocacy groups conducted over a period of eight sessions total with Latinos with disabilities and their family members and we produced two reports from the results.**
4. Research best practice curricula for leadership development skills/peer leadership training. **Incorporated in scope of work released in spring 2017, & applicants had to address.**

#### Expected Outputs:

1. 4 meetings with the self-advocacy standing committee will be conducted. **Update: 2 mtgs held in 2016. Reorganization of Council terminated this committee, but advocacy activities incorporated across three of the re-structured committees**

2. 1 operational plan is developed and implemented in 2017; draft developed for 2018.  
Update: Scope of work developed & released SA RFGA in spring 2017, which incorporated 2017's SA goals. Operating plan is currently being developed by Council and staff for 2018.
3. Conduct up to 6 community meetings with a minimum of 30 self-advocates that are interested in participating in leadership development skills/peer leadership training.  
Update: 20 self-advocates and 20 family members attended 8 community meetings. With SILC's leadership training, there is potential to support what they are doing for the remainder of the year to further support this activity.
4. Staff presents multiple best practice curricula to the self-advocacy standing committee for discussion and support. Update: Addressed as an activity for applicants to state in response to SA RFGA. Contractor presented info to the SA committee on current self-advocacy activities and practices.

#### Expected Outcomes

1. 15 of the 30 identified self-advocates self-identify as leaders and agree to participate in leadership development skills training/peer leadership training. Update: Will obtain follow up info from 20 Latino participants to determine interest in leadership development.

### Objective 2:

The Council will support the participation of persons with I/DD in cross disability, culturally diverse leadership coalitions and groups that address issues of importance to persons with I/DD.

#### Major Activities:

1. Staff and Chair of self-advocacy standing committee reconvene for meeting schedule and discussion of 2017-2018 operational plan for Objective 2. Incorporated in RFGA for this year.
2. Develop and implement an operational plan for 2017-2018 that identifies specific strategies. Through solicitations this was developed.
3. (In conjunction with implementing Objective 1), conduct community meetings with self-advocates and family members who are interested in mentoring and/or joining and participating on cross disability, and culturally diverse coalitions. Will work with Larry Wanger on this and help support his leadership academy through 9/30/17.
4. Research and identify community coalitions/groups that have a current opening for self-advocates to apply and join, and identify barriers to accepting applications. Research in unserved/underserved and statewide focus. We will complete this research by September 30, 2017 and share with Larry Wanger and post on our website.

#### Expected Outputs:

1. 4 meetings with Self-advocacy standing committee will be conducted. **Update: 2 mtgs. held in 2016. Reorganization of Council terminated this committee, but SA activities incorporated in Public Policy, Employment, and PR/Marketing committees.**
2. 1 operational plan is developed and implemented in 2017; draft developed for 2018. **Update: N/A – scope of work developed & released SA RFGA in spring 2017.**
3. Conduct up to 6 community meetings with a minimum of 15 self-advocates that are interested in participating in leadership development skills /peer leadership training. Self-advocates must be interested in joining a community cross disability, culturally diverse coalition. **8 community meetings were held with 20 self-advocates and 20 family members.**
4. 1 report is developed by staff to self-advocacy standing committee that outlines a minimum of 5 cross disability, culturally diverse coalitions, and barriers to joining. **Update: To be completed by 9/30/17.**

Expected Outcomes:

1. A minimum of 5 cross disability, culturally diverse leadership coalitions have been identified by staff to share with self-advocates and committee members. **Update: Will be completed by 9/30/17**
2. A minimum of 3 persons with I/DD will apply for joining a cross-disability board/coalition. **Update: Will follow up with interested self-advocates and start connecting to groups by 9/30/17.**

### Objective 3:

The Council will establish and promote the success of one or more collaborative, culturally competent self-advocacy coalitions that are led by individuals who have I/DD and that includes representatives of unserved/underserved populations, by providing funding, technical assistance, and supports.

No Major Activities to take place in Year 2017; Objectives 1 and 2 must be met **first.**

**Update: N/A – no data/information to report on; Council should address in 2018 Work Plan. We started collecting data from NACDD on how to effectively do this.**

## Goal: Employment

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Increase awareness of the employment potential of people who have developmental disabilities, link them to resources needed to achieve their employment potential, and foster job creation, hiring, retention, promotion, and self-employment.

### Objective 1:

Through collaboration with DD Network partners (Institute for Human Development UCEDD, Sonoran UCEDD, Arizona Center for Disability Law, and Arizona Developmental Disabilities Planning Council - ADDPC), the DD Network and Employment First Core Group will increase awareness of the employment potential of people who have developmental disabilities, among individuals themselves, their families, employers, a wide variety of professionals who provide support, and the public.

#### Major Activities:

1. ADDPC staff and Employment First Core Group will meet with DD Network partners to discuss collaboration on implementation of Employment First Strategic Plan.  
Update: ADDPC staff and Employment First Core Group now referred to as the Employment First Core Team met with 2 DD Network Partners (Institute for Human Development UCEDD and Sonoran UCEDD) and discussed collaboration and implementation of Employment First Strategic Plan.  
Meeting was held with remaining DD Network Partner, the Arizona Center for Disability Law (ACDL) on July 13, 2017 to discuss collaboration and implementation of Employment First Strategic Plan.
2. DD Network partners and Employment First Core Group will prioritize Employment First activities and strategies; assign responsibilities; and develop an operational plan for 2017.  
Update: The Sonoran UCEDD, one of the DD Network Partners, created new staff position to direct and coordinate implementation of Employment First Strategic Plan. Individual has MSW and experience in education, transition, job development, and private sector, and has held positions in state government including RSA/Vocational Rehabilitation and AZ Department of Education. Funding for position was also provided by RSA/Vocational Rehabilitation to demonstrate commitment to support and implement Employment First Strategic Plan.  
DD Network partners and Employment First Core Team created Chair and Co-Chair positions to coordinate Employment First programming and implementation. Activities and strategies identified in the Employment First Strategic Plan have been prioritized, and responsibilities assigned. Three subcommittees were created: Communications, Systems Transformation, and Employer Engagement to work on key directions, strategies and actions.
3. DD Network partners and Employment First Core Group will conduct Employment First meetings.  
Update: DD Network partners and Employment First Core Team conducts meetings. ADDPC hosts meetings, assists with development and dissemination of meeting agenda and materials, and makes copies of all resource materials.

4. DD Network partners and Employment First Core Group will prepare and disseminate Employment First progress reports and update ADDPC Employment standing committee.  
Update: Employment First Core Team reports on progress and information is disseminated electronically prior to and reviewed at meetings.  
March 2017, ADDPC created new Supporting Employment First Ad Hoc Committee.  
ADDPC staff reports on Employment First activities at Committee meetings.
5. DD Network partners and Employment First Core Group will present Employment First educational events, seminars, and resource materials to increase awareness of employment potential.  
Update: DD Network Partners and Employment First Core Team members present at conferences, educational events, seminars, training sessions, and advocacy and agency meetings. The Employment First Core Team created a PowerPoint presentation and modifies to target specific audiences. During the month of July 2017 presentations were made to a school district's summer session for transition specialists and educators and presented at the Evidence Based Practices Conference.  
Work Incentive Opportunity Act (WIOA) resource materials were developed for individuals, family members, providers, and schools.
6. DD Network partners and Employment First Core Group will develop a communications campaign to raise awareness for Employment First.  
Update: DD Network partners and Employment First Core Team created Communications subcommittee to develop communications plan to help increase awareness. Sarah & Michael to complete. Will this be developed by 9/30/17? Should Sarah's group tackle this with you?
7. ADDPC staff and Employment standing committee will review existing and consider new employment programs for funding under the new State Plan.  
Update: ADDPC staff and Supporting Employment First Ad Hoc Committee met on April 21, 2017, and reviewed existing employment programs funded by the Council and brainstormed and discussed possible new employment programs for funding under the new State Plan.

The Council received a proposal to develop a new Arizona Employment First website and will forward to the Supporting Employment First Ad Hoc Committee for their review. The Committee will meet in August/September 2017 to make a decision and possible recommendation to fund new project.

#### Expected Outputs:

1. DD Network partners and Employment First Core Group conducted initial meeting to discuss Employment First collaboration.  
Update: Meeting took place in Nov. 22, 2016
2. DD Network partners and Employment First Core Group developed operational plan to implement Employment First Strategic Plan.  
Update: Operational plan developed Nov. 22, 2016

3. DD Network partners and Employment First Core Group conducted up to 6 meetings.  
Update: Meetings took place: 11/22/16, 12/20/16, 2/28/17, 3/28/17, 4/25/17, 5/23/17, 6/27/17.  
Additional meetings are scheduled August 22nd and September 26th, 2017
4. DD Network partners and Employment First Core Group produced up to 6 Employment First progress reports for dissemination and tracking.  
Update: 6 Progress Report have been produced. Sonoran UCEDD and RSA/Vocational Rehabilitation are reporting outcomes on a quarterly basis.
5. DD Network partners and Employment First Core Group presented at 2 conferences and seminars and prepared related resource materials.  
Update: Presented at 3 conferences and 8 seminars and/or training sessions.
6. DD Network partners and Employment First Core Team developed a communications campaign to increase awareness of Employment First.  
Update: Communications Sub Committee has been created and has developed communications plan.
7. ADDPC staff conducted up to 3 Employment standing committee meetings and approved new program funding.  
Update: Employment Standing Committee Meetings was held April 21, 2017. Committee approved funding for 3-month extension for the period October 1, 2016 – December 31, 2016 for the Work Incentive Information Network project in the amount of \$16,262. Committee also approved funding for fifth-year funding for Untapped AZ, for the period October 1, 2016 – September 30, 2017 in the amount of \$174,775. Committee approved sponsorship funding for the Institute for Human Development Conference in the amount of \$7,500.  
Employment Standing Committee renamed Supporting Employment First will meet in August and September to discuss and approve new program funding for FY2018.

#### Expected Outcomes:

1. DD Network partners and Employment First Core Group established a collaborative partnership to increase awareness of the employment potential for people with disabilities.  
Update: A collaborative partnership was established to increase awareness of the employment potential for people with disabilities.
2. DD Network partners and Employment First Core Group used their leadership skills and knowledge to effectively increase awareness of Employment First.  
Update: DD Network partners and Employment First Core Team used their leadership skills and knowledge to increase awareness of Employment First. Sonoran UCEDD and RSA/Vocational Rehabilitation funded a new staff position exclusively dedicated to implementation of the Employment First Strategic Plan and working with educators, administrators, and families on implementing strategies to improve seamless transition to employment and postsecondary education.

Institute for Human Development (IHD) sponsored sessions devoted to Employment First, Provider and Systems Transformation, Person Centered Planning, and Community Integrated Employment at the 2017 50 Years of Service – Paving the Way to the Future Conference with tracts on Assistive Technology, Evidence Based Practice in Disability Disciplines, and American Indian Vocational Rehabilitation.

The Developmental Disabilities Division hosted the State Employment Leadership Network (SELN) to bring the agency, providers and stakeholders to the table to improve and coordinate services. The Council assigned a staff person to help coordinate Employment First programming activities and renamed its employment goal committee Supporting Employment First Ad Hoc Committee.

3. ADDPC funded programs to increase awareness of employment potential for people with disabilities.

Update: The Council funded the Work Incentive Information Network (WIIN) and Untapped Arizona specifically, and provided staff, direct and indirect support to coordinate Employment First and community integrated employment projects on a local and statewide level.

## Objective 2:

Promote/support the acquisition of job readiness and technical skills that people with developmental disabilities require for competitive integrated employment and/or self-employment which is consistent with informed choice by working with individuals starting at an early age through the life span, their families, and those who provide education and support to them.

### Major Activities:

1. Employment First Core Group will prioritize Employment First activities and strategies and assign responsibilities.

Update: Employment First Core Team prioritized activities and strategies, assigned responsibilities, and established three subcommittees (Communications, Systems Transformation, and Employer Engagement) to work on activities and projects identified in strategic plan.

2. Employment First Core Group will conduct an inventory of existing resources that are designed to prepare people with disabilities for employment, and self-employment.

Update: Employment First Core Team is conducting an inventory of existing resources that are designed to prepare young people with disabilities for employment and self-employment. A MSW Graduate Intern from Arizona State University will complete inventory by September 30, 2017. Core Team disseminates information on Webinars, educational and training sessions.

Employment First Core Team is in process of forming statewide Association for People Supporting Employment First (APSE) chapter to plan for sustainability of Employment First over the long term, and to obtain access to resource materials, attend trainings, and call on Subject Matter Experts to help create innovative strategies to help prepare people with disabilities for employment and self-employment.

3. Employment First Core Group will develop resource guides for individuals and families, transition specialists, educators and employers.

Update: Employment First Core Team developed the following resource guides: Work Incentive Opportunity Act (WIOA) resource materials were developed for individuals, family members, providers, and schools.

4. Employment First Core Group will develop strategy to share information with individuals and families, transition specialists and educators.

Update: Employment First Core Team has developed strategy including presentation materials to share information with individuals and families, transition specialists, and educators. A PowerPoint presentation titled The Changing Landscape of Educational/Employment Services and Supports has been created and used effectively to deliver the Employment First message. Three Employment First Core Team members deliver the PowerPoint presentation and answer questions from audience members. On July 12, 2017 a presentation was made to the Dysart Unified School District 2017 Summer Seminar attended by 25 transition specialist and educators.

Council members and staff coordinated a transition workshop featuring eatery Not Your Typical Deli at ADE Transition Conference slated for August 2017.

Council staff and EF Core Team plan to create testimonial videos from Project SEARCH workers in the second half of 2017. Real talk recorded and disseminated. Also, ED presented on employment of PWDs at employer conference. WIIN project also should be highlighted.

#### Expected Outputs:

1. Employment First Core Group developed an operational plan to guide and implement Employment First activities and strategies.

Update: The Employment First Core Team established an operational plan to guide and implement activities and strategies. In August, 2017 the Chair, Co-Chair of the Employment First Core Team and the ADDPC staff assigned to Employment First will convene to discuss and restructure the format for monthly meetings, and place a stronger focus on assigning activities and responsibilities and reporting progress and milestones.

2. Employment First Core Group produced an inventory of existing resources designed to prepare people with disabilities for employment, and self-employment.

Update: The Employment First Core Team produced an inventory of existing resources and is working on creating an electronic platform for dissemination and distribution.

3. Employment First Core Group developed up to 3 resource guides for individuals and families, transition specialists, educators, and employers.

Update: The Employment First Core Team produced resource guide on Workforce Innovation and Opportunity Act (WIOA) Section 511 (sub minimum wage) and new WIOA information guide for individuals, families, VR and DDD.

4. Employment First Core Group developed 1 strategy to link individuals and families with information and resources.

Update: The Employment First Core Team created a Communications Sub Committee and a temporary electronic platform for dissemination and distribution of information and resources.



### Expected Outcomes:

1. Operational plan was used to guide Employment First Core Group priorities and work.  
**Update: Employment First Strategic Plan was the basis establishing priorities and work.**
2. Accurate, relevant, and timely information and resources designed to prepare people with disabilities for employment, and self-employment became available.  
**Update: Employment First Core Team worked collaboratively to produce accurate, relevant and timely information and resources with the goal of preparing people with disabilities for employment and self-employment.**
3. User friendly resource guides were produced to help prepare people with disabilities became available for specific audiences.  
**Update: Employment First Core Team produced user friendly resource guides for specific audiences.**
4. Individuals and families have access to information and resources.  
**Update: Access to information and resources is available electronically and through stakeholder distribution channels.**

### **Objective 3:**

Foster job creation, hiring, retention, and promotion, by supporting employer to employer contacts to engage new employers in the hiring of people with disabilities. Build support and collaboration for self-employment.

### Major Activities:

1. ADDPC staff and Chair of Employment standing committee convene to discuss program(s) that support employer to employer contacts to engage new employers in the hiring of people with disabilities.  
**Update: Supporting Employment First (SEF) Ad Hoc Committee has replaced Employment standing committee and ADDPC staff has had discussions with Chair of Ad Hoc Committee. Chair of SEF will attend July Untapped Arizona Board of Directors Meeting which focuses on employer to employer programming to engage new employers in the hiring of people with disabilities.**

**On November 21, 2016 a presentation was made to Workforce Development Committee of the Greater Phoenix Chamber of Commerce to share information on the Council funded program Untapped Arizona to encourage businesses to diversify their workforce.**

2. ADDPC Employment standing committee will review and recommend funding program(s) that support employer to employer contacts in the hiring of people with disabilities and promote diversity in the workplace. **ADDPC was asked by the Institute for Human Development (IHD) to serve on the planning committee for the Years of Service – Paving the Way to the Future Conference which will be held July 23 – 25, 2017 in Scottsdale, AZ. Three tracts will be featured at the Conference including Assistive Technology, Evidence Based Practice in Disability Disciplines (EBP), and American**

Indian Vocational Rehabilitation. ADDPC secured 4 presenters to share information on successful practices in Employment First, Transition, Provider and System Transformation, Competitive Integrated Employment and Person Centered Planning. Presentations and information gleaned from the Conference will be highlighted and captured and shared with the Employment First Core Team for action and implementation.

Update: Supporting Employment First Ad Hoc Committee met on April 21, 2017 to brainstorm new employment project ideas for funding. Will meet again to discuss ideas for 2018 plan.

3. ADDPC will research evidence-based practices and build collaboration and support for self-employment as a viable competitive employment option.

Update:

Council released an updated “Minimum Wage” report in the spring of 2017 tied to the Proposition 206 discussion about how does the new hourly minimum wage law impact workers with disabilities. The new wage took effect January 1, 2017 to increase the hourly minimum wage to \$10.00 and by the year 2020 to \$12.00. This law passed by Arizona voters in November 2016. This shows that sub-minimum wages still continue. Michael will share previous research on self-employment with Employment First and discuss strategies for inclusion in strategic plan.

#### Expected Outputs:

1. ADDPC staff met with Chair of Employment standing committee and discussed programs that support employer to employer contacts to engage new employers in the hiring of people with disabilities.

Update: ADDPC met with Chair of Supporting Employment First Ad Hoc Committee to discuss programs that support employer to employer contacts, including Untapped Arizona, and subsequently met and discussed programs with Supporting Employment First (SEF) Ad Hoc Committee. Chair of SEF will attend July meeting of Untapped Arizona and report back to Council.

2. ADDPC Employment standing committee approved and provided funding for program(s) focused on employer to employer contacts to engage new employers in the hiring of people with disabilities.

Update: Supporting Employment First Ad Hoc Committee met April 21, 2017 and brainstormed ideas for potential solicitation, including:

- A training program in a restaurant setting started by a family with a child with a disability. The program has 50 – 70% participation by individuals with a disability and plans to open an additional facility. The idea is to create a model program with a built-in safety net for individuals with a disability. If an individual is experiencing difficulty in a work setting, they are able to go back and receive additional training or support so they don't leave or lose their job.
- Job Training Programs for high school students to receive specific skills for different types of work that interest them. Work with special education teachers to identify students who may wish to receive individual or specialized training.

Incorporate public and media relations to highlight training program to encourage students to participate.

- Explore high tech businesses to pay for innovative training programs; partner with Southwest Autism Research & Resource Center (SARRC) and tech companies.
- Consider partnering with Division of Developmental Disabilities (DDD) to provide specialized training for direct care workers.
- Develop an economic case for hiring People with Disabilities; focus on beneficial economic impact.
- Committee members were encouraged to explore and identify innovative ideas and share them at next Employment Committee meeting.

Funding of the Evidence-Based conference that are targeted to employment providers. We also funded Untapped this year.

3. ADDPC Employment standing committee identified strategies to support self-employment for people with disabilities.

Update: The Supporting Employment First Ad Hoc Committee will review Improving Self-Employment Outcomes for Individuals with Developmental Disabilities – Best Practices a comprehensive research and analysis report previously prepared by Partners in Brainstorms and discuss how report can be disseminated to encourage and support self-employment for people with disabilities.

Committee will also review and discuss self-employment best practices presented at the Institute for Human Development's Years of Service – Paving the Way to the Future can be applied to support and implement self-employment best practices.

#### Expected Outcomes:

1. ADDPC supported employer to employer contacts to engage new employers in the hiring of people with disabilities.  
Update: ADDPC provided fifth year funding of the Untapped Arizona project which focused on employer to employer/business to business contacts to encourage employers to hire, retain and promote people with disabilities. How many new employers were engaged?
2. ADDPC has model employer to employer program(s) to encourage the hiring of people with disabilities and encourage promotion of a diverse workforce.  
Update: ADDPC provided funding for five years to develop a one-of-a-kind Private/Public Partnership entity to encourage promotion of a diverse workforce.
3. Increased number of employers that value people with disabilities as an integral part of their workforce and have included them within general recruitment and hiring efforts as standard practice.  
Update: Arizona businesses wanting to diversify their workforce and hire individuals with disabilities are using the Arizona Job Connection, an innovative and user friendly portal, to post job announcements. A system effort is underway to encourage individuals with disabilities seeking employment opportunities are using the Arizona Job Connection to

search and apply for jobs. How can we show the increased number of employers engaged?

4. Self-employment is becoming a viable competitive employment option for people with disabilities.

Update: It is anticipated RSA/Vocational Rehabilitation counselors will maximize Person Centered Planning to identify themes for employment and if an individual is interested in self-employment, the proper assistance is provided to achieve the goal. Why would this be anticipated?

## Goal: Inclusion

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Motivate communities to include people of all ages who have developmental disabilities in all aspects of community life.

## Objective 1:

In collaboration with youth with developmental disabilities who are transitioning out of foster care, their families/foster families, the foster care system, and other stakeholders decrease barriers to successful transition to adulthood through outreach, person-centered planning, education, linkage to community resources, and community engagement.

### Major Activities:

1. The Council will review and consider the continued funding of the Sonoran UCEDD Picture of a Life project to include the following activities:
  - a. Grow the number of Person-Centered Planning (PCP) facilitators and other professionals who work with foster care youth with disabilities in order to build system capacity and expertise in person-centered practices and the unique needs of this population.  
**Update: In the process of setting up two 2-day trainings for new facilitators.**
  - b. Integrate person-centered planning and practices within the systems (Division of Developmental Disabilities (DDD), Child Welfare, Behavioral Health, Education, Vocational Rehabilitation) serving youth with developmental and other disabilities, with particular attention to foster care youth.  
**Update: Working with the PCP Transition Stakeholder Workgroup comprised of system stakeholders to include PCPs within the systems.**
  - c. Support the implementation of person-centered plans for youth with developmental disabilities in foster care where their preferences are elicited and informal supports are utilized.  
**Update: Incorporated as part of the PCP training and planning process.**
  - d. Follow-up on plan implementation and update plans with foster care youth participants from the cohorts of the first four years.  
**Update: Four facilitators are committed for follow-up sessions, but the U of A's Institutional Review Board's requirement to re-consent all participants before planning can resume has posed some challenges with youth whose guardianship status has changed and getting contact info when DDD staffing has changed.**
  - e. Support foster care youth to attend self-advocacy, self-determination and peer-support workshops through the Picture YOUR Life Academy to gain the necessary skills and knowledge to lead successful adult lives.  
**Update: The Sonoran UCEDD has worked with the independent living centers to develop the Picture YOUR Life Academy curriculum and has formed a partnership with AZSILC's Arizona Youth Leadership Forum to encourage more young people with DD to be a part of providing the training at the two locations of the event (DIRECT June 6th-August 1st and Ability360 June 5th-July 31st).**
  - f. Expand and implement project evaluation which assesses satisfaction with the PCP process and PCP outcomes of participating foster care youth and facilitators, as well as assessing transition outcomes for all cohorts.  
**Update: The evaluation tools have been developed and the outcomes will be measured from plan reviews and survey data gathered at the end of the program year.**

### Expected Outputs:

1. At least 2 committee meetings will be held to review and vote on the renewal proposal of the Sonoran UCEDD Picture of a Life program.  
**Update: Completed- 1 Inclusion Committee and 1 Executive Committee meeting were held to review the renewal of the program and it was voted on for continued funding.**
2. A contract will be developed and funding will be provided.  
**Update: Completed- The ISA contract was established and project was awarded \$93,601 for year 5.**
3. The Sonoran UCEDD will provide the Council with at least 2 narrative reports throughout the year to highlight the progress of the Picture of a Life project with the following project outputs: **Update: One narrative report has been provided.**
  - a. The Project Director will train 15 new PCP facilitators with at least 5 committed to completing person-centered plans. **Update: TBD- first of two trainings scheduled in April 2017- attendance and commitment to be determined after trainings. How will we know if they are committed to PCP?**
  - b. The Sonoran UCEDD will provide two-day training for new facilitators as it pertains to foster youth, which also includes the AZ Department of Health Services and the Office of Children with Special Health Care Needs (OCSJCN). **Update: They have incorporated a webinar and readings prior to attending the 2-day trainings. The first facilitator training was scheduled for April 2017. One new youth participant was recruited to participate in the demonstration component of the training. The UCEDD staff is also working on tribal initiatives with the new DDD Tribal Liaison and on conducting a facilitator training with tribal community and service providers.**
  - c. The Sonoran UCEDD will convene a group of stakeholders from relevant service systems that support foster youth with disabilities, including DDD, Child Welfare, Behavioral Health, Education, and Vocational Rehabilitation four times per year. **Update: The PCP Transition Stakeholder workgroup has been meeting monthly and met in person in November and March. There are currently 19 stakeholders from a variety of service systems. They are looking to bring in additional partners from across the state in behavioral health and juvenile justice.**
  - d. The stakeholders will receive one-day in-person training and work on best practices and systems integration. **Update: They plan on having a webinar/working session with Michael Smull at their summer in-person meeting on next steps for the stakeholder workgroup and statewide systems change/coordination.**
  - e. The stakeholder project team will produce a document based on the workgroup activities and findings at the end of the program year. **Update: To be completed as part of the evaluation process and the end of the year.**
  - f. Up to 10 person center plans for new foster care youth and up to 30 total person center plans including participants from the previous program years. **Update: There have been challenges with staffing changes, which has made recruitment**

of eligible youth difficult, but two new youth participants have officially enrolled in the program, have been assigned facilitators, and are in the initial stages of their planning process.

- g. The confirmation of participation of facilitators from the previous program years and ensure that they complete 2-3 follow up sessions with the foster care youth participants and their circle of supports. **Update: Four facilitators from previous years have committed to facilitating plans and project staff continues to reach out to others to confirm commitment. Youth are in the process of being assigned to committed facilitators for follow-up sessions**
- h. Monthly follow-up with facilitators to determine implementation effectiveness and to be available for ongoing support. **Update: A majority of correspondence with facilitators has been related to recruitment and providing resources. Tele-video conference calls and webinars are scheduled for post facilitator training.**
- i. The Sonoran UCEDD will work with staff from Ability 360 and Direct Center for Independence so that foster care youth participants can access curriculum for self-advocacy and self-determination and participate in Picture YOUR Life Academy (PYLA), in either Phoenix or Tucson. **Update: The Sonoran UCEDD has worked with the independent living centers to develop the Picture YOUR Life Academy curriculum and has formed a partnership with AZSILC's Arizona Youth Leadership Forum to encourage more young people with DD to be a part of providing the training at the two locations of the event (DIRECT June 6th-August 1st and Ability360 June 5th-July 31st).**

#### Outcomes:

- 1. Ongoing sustainability from prior project funding include:
  - a. Facilitators continue to use the skills learned through the project to assist foster care youth with developmental disabilities to transition successfully to living independently.  
**Update: Four facilitators continue to participate in the program and have committed to follow-up sessions and update PCP's.**
  - b. Foster care youth with developmental disabilities who have transitioned out of the system continue to access community resources and be fully engaged in community life including job exploration and post-secondary education opportunities.  
**Update: TBD**
  - c. Barriers to transition to adulthood will have decreased or have become more manageable.  
**Update: TBD**

## Objective 2:

Increase inclusion and build communities of support for people of all ages who have developmental disabilities and behavioral challenges through outreach, education, and system change by working in collaboration with people with developmental disabilities, their families, schools, other stakeholders, and communities (including Tribal communities).

### Major Activities:

1. Review and fund projects that address behavioral challenges for people who have developmental disabilities, ideally using approaches that have been found to be effective in schools and other community settings. (PBIS)  
**Update: Completed – PBIS Grant**
2. Provide funding for projects that promote inclusion and support for people of all ages with developmental disabilities. (New or existing projects such as Caregiver Roadmap, CarePro, Legislative Liaison) Council staff partnered with our DD Network's Protection and Advocacy organization, the Arizona Center for Disability Law, to update a Legal Options Manual in English and Spanish in the fall of 2016.  
**Update: Completed – Caregiver Roadmap Grant**
3. Develop methods of communication to increase inclusion and build communities of support. (Council Communication Plan, On Advertising)

**Update: Three conference presentations regarding PBIS were covered at:**

- The Arizona Center for Disability Law African American Conference on Disabilities on February 17, 2017
- The Arizona Council for Exceptional Children Conference on February 24, 2017
- The Arizona School Boards Association Equity Event on April 7, 2017
- Upcoming- the Trauma-Sensitive Schools Symposium on July 18.

The statewide conference and film festival was held on October, 25, 2016 and drew 350 participants.

A new fact sheet highlighting the research validating the impact of PBIS has been developed and is to be used in discussions with potential new partners and to support existing PBIS schools.

The Sonoran UCEDD will develop two audio dialogues focusing on sharing personal stories about future planning, and the behavioral and emotional experiences with the planning process for the Caregiver Roadmap.

Council staff helped coordinate a conference for military veterans who are tribal members with the Governor's Office on Tribal Relations in fall of 2016.

Council staff collaborated with the City of Phoenix on a Crisis Response Forum regarding behavioral health issues and police response – helped write marketing materials (press release, Eventbrite) and helped coordinate/market the event.

As a follow-up, the Council produced a webinar (129 sign-ups) on crisis response for community organizations in collaboration with the City of Phoenix Mayor's Commission on Disability Issues.

Council staff plans to indirectly support DDD project geared toward first responders training in 2017 and 2018.



Council staff partnered with Rep. Kyrsten Sinema's office and participated in a Caregiver Education Summit in Chandler in June 2017.

Council staff plans to connect with philanthropic foundations to partner on grantmaking ideas and community relations in the second half of 2017.

4. Acknowledge projects/collaborations that have been successful. (PBIS).  
Update: Awards have been distributed to schools of note participating in the PBIS program. We write up success stories in our newsletters. News media received press releases about winning schools and district lawmakers received info on projects in their districts.

#### Expected Outputs:

1. At least 2 committee meetings will be held to review and vote on funding projects that address behavioral challenges for people who have developmental disabilities.  
Update: Completed- 1 Inclusion Committee and 1 Executive Committee meeting were held to review the renewal of the program and it was voted on for continued funding. PBIS.
2. At least 2 committee meetings will be held to review and vote on funding projects that promote inclusion for people of all ages with developmental disabilities.  
Update: Completed- 1 Inclusion Committee and 1 Executive Committee meeting were held to review the renewal of the program and it was voted on for continued funding. Caregiver Roadmap.
3. At least 5 awareness videos will be created, available, and tailored to reach different audiences so that they can link to additional resources. (Council/DHS & PBIS)  
Update: The Sonoran UCEDD is scheduled to develop two-4 Minute videos on how to use the Roadmap in August and September. One video focusing on individuals and families and the other for service/support professionals (SSP)

Council staff produced a "RealTalk" audio slideshow series giving voice to people living with developmental disabilities. We completed 4 videos with self-advocates and family members for Developmental Disabilities and Autism awareness months.

4. 1 Website updated and maintained to ensure public awareness and transparency as well as provide resources and announcements. (Council & PBISAz)  
Update: Completed- Currently being maintained Council staff and PBISaz.org
5. At least 2 social media outlets (Facebook and Twitter) monitored and maintained to encourage community engagement. (Council)  
Update: Completed- Currently being maintained by Council staff
6. At least 5 recognition awards will be distributed publicly to projects/collaborators that demonstrate successful reduction to barriers to inclusion. (PBIS)  
Update: Applications for the 2017 PBIS Awards doubled this year from last year. The PBISAz Advisory Council members reviewed 120 applications and selected 68 for Gold, Silver and Bronze awards. These schools were recognized at an awards luncheon on May 5, 2017. An additional 48 schools received Merit recognition.

Recognition was particularly significant this year as districts and schools work to maintain positive and effective behavioral supports in an environment of funding and teacher shortages.

Expected Outcomes:

1. Schools, families, and other stakeholders make more informed decisions about how they manage behavioral challenges, and ultimately reduce seclusion and restraint.
2. Increased knowledge within the disability community about how to get needed supports and increase their inclusion with other communities.
3. Information will be transparent and easily accessed by consumers seeking to identify communities of support that maximize inclusion and encourage diversity.
4. Organizations and communities will feel recognized for their inclusion efforts and continue to collaborate with the developmental disability community.

Update: Recognition has been given.

**Objective 3:**

Identify and decrease barriers to inclusion in community life for people who have developmental disabilities throughout their lifespan by providing outreach, education, linkage to community resources, and community engagement.

Major Activities:

1. Utilize contractor to identify barriers to inclusion and assist in establishing priorities for action. (ASU, Morrison Institute)

Update: Morrison contractor reported on barriers to inclusion in the fall of 2016 and reported to SA committee.

A research assistant from Morrison Institute assisted Council staff in conducting a survey of state councils about sustainable projects. The team produced a report that was presented to Council directors in July 2017.

Council staff revamped "Director's Take" blog and launched guest blog "Our Voices" covering research, disability awareness and school inclusion.

Morrison Institute researcher updated "The trade-offs of empowerment scholarship accounts (ESAs) for students with disabilities" report, tied to new legislation, in spring of 2017.

Morrison Institute researchers plan to release several additional reports highlighting disparities and barriers for individuals with disabilities in the second half of 2017.

Council staff plan on pursuing a communications workshop for Department of Economic Security public information officers on covering disability issues correctly through the Phoenix-based National Center on Disability and Journalism at ASU's Cronkite School.

Council staff plan on hosting additional webinars to battle barriers to inclusion in the second half of 2017. Topics will include ADA and businesses, community housing options, social security applications and the ABLE Act.

Morrison researchers, Council members and staff plan to produce and post a Community Inclusion Index online for the general public to access state specific data on inclusion in AZ in the second half of 2017.

2. Engage with self-advocates in addressing barriers to inclusion.

Update: Council members and staff plan to conduct voting training with the Arizona Center for Disability Law during the second half of 2017. Working with officials and SA on voting accessibility. Will post materials online and collaborate with SAs to develop 2018 operational plan. Will also engage with rural disability commissions to determine needs before developing 2018 solicitations.

3. Focus efforts on populations who are disproportionately impacted by barriers to inclusion.

Update: Council director presented a disparities research workshop at the Conference on African-Americans with Disabilities in February 2017.

Council members and staff attended leadership academies in New Mexico and Delaware aimed at cultural competency and addressing disparities throughout the state. We also conducted SA groups to Latino groups in Yuma. (Presentations/conference can also be listed,) Working with Council member to develop disability commission in Show Low. Council staff created a resources page on the ADDPC website with links in English and Spanish in the spring of 2016. Council staff plan to share lessons about Latino self-advocacy group on Spanish radio stations and Arizona Horizonte TV program in the second half of 2017.

4. Conduct committee meetings to discuss research results and develop specific strategies to address the barriers to inclusion that have been identified. A meeting with SA committee was conducted that outlined barriers to inclusion.
5. Develop a solicitation that will encourage a reduction to the barriers to inclusion that have been identified by providing outreach, education, linkage to community resources, and community engagement. Completed this in SA awards made. Complete draft idea by 9/30.

#### Expected Outputs:

1. Contractor will conduct research and prepare at least 1 report identifying barriers to inclusion. Completed in Fall 2017.
2. At least 2 meetings/focus groups with self-advocates will be held to exchange information and discuss ways to decrease barriers to inclusion. Can be completed by 9/30.
3. A list of populations who are disproportionately impacted by barriers to inclusion compiled, and specific group(s) identified as a focus will be developed. Can be completed by 9/30/17.

4. A list of effective approaches and best practices for efforts to address barriers to inclusion will be developed. **Can be completed by 9/30/17.**
5. At least 2 meetings with contractor will be held to exchange information and discuss research results that identify barriers to inclusion. **Did this internally.**
6. At least 1 committee meeting will be held to discuss research results and develop specific strategies to address identified barriers to inclusion. **Will be completed by 9/30**
7. At least 1 competitive solicitation will be developed and issued by the Council. **A draft will be developed.**

Outcomes:

1. 30% of self-advocates involved in the meetings to share information and discuss barriers to inclusion will have increased knowledge and willingness to join a community group or activity. **Can collect from Morrison**
2. 80% of the grantee(s) will have the information and knowledge needed to address the attitudes restricting inclusion. **Can access scoring of RFGAs**